INSTITUTE OF AERONAUTICAL ENGINEERING
(Autonomous)
### Dundigal - 500 043, Hyderabad, Telangana

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION

Attainment of Program Outcomes (POs) of 2020 – 2022 Batch (IARE – R18)

Course Name	Course No.	PO							
MBA I Semester		**PO1**	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**	**PO8**
Management and Organizational Behavior	CMBB01	2.00		2.90		1.60	2.00	2.50	
Accounting for Management	CMBB02	1.40	1.50	1.80	1.70			1.20	
Managerial Economics	CMBB03	2.90	2.60	1.10	1.80	1.20			
Business Law and Environment	CMBB04		2.60	2.60	2.60	2.30			2.50
Statistics for Management	CMBB05	2.90	2.90		2.90		2.30		
Management of Technology	CMBB06	1.50			1.10			2.00	1.80
Intellectual Property Rights	CMBB07	2.60			2.40			2.50	2.50
IT for Managers	CMBB13				2.10	2.10			2.10
Business Communication and Soft Skills Seminar	CMBB14				1.70	1.70			
MBA II Semester									
Human Resource Management	CMBB15	2.90	2.90	2.90	2.90	2.90		2.90	
Production and Operations Management	CMBB16	2.50	2.70		2.70		2.70	2.60	
Financial Management	CMBB17	2.80	2.90		2.80		2.40	2.60	
Management Information Systems and ERP	CMBB18	2.90	2.90			2.90			2.90
Marketing Management	CMBB19		2.90	2.90		2.90	2.90	2.90	
Strategy and Sustainable Enterprise	CMBB20	2.80	2.90		2.70			2.10	
Disaster Management	CMBB21	2.90	2.80	2.90		2.50			
Industry Analysis and Report Presentation - Seminar	CMBB27				2.70	2.70			2.70
Personal Effectiveness - Seminar	CMBB28	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
MBA III Semester									
Quantitative Analysis for Business Decisions	CMBB29	2.30	2.10				1.90	2.30	
Security Analysis and Portfolio Management	CMBB34	1.40	1.20				1.20	1.30	

Course	Code								
Strategic Management Accounting	CMBB35	2.60	2.50		2.30			2.90	
Financial Services and Systems	CMBB36	2.40	2.60		2.30			2.30	
Banking, Insurance and Risk Management	CMBB37	2.90			2.50			2.90	2.90
Recruitment and Selection Recruitment and Selection	CMBB38	2.50	2.90		2.90	2.30			
Training and Development	CMBB39	2.30	2.00		2.40	2.10	1.20	2.20	1.70
Strategic Human Resource Management	CMBB40	1.60	1.40			1.20		1.70	
Management of Industrial Relations	CMBB41	2.80	2.80		2.80	2.90			
Summer Internship (Field work) and Seminar	CMBB50	2.70	2.70	2.70	2.70	2.70	2.70		2.70
Pre Submission Viva of Main Project	CMBB51	2.70	2.70	2.70	2.70	2.70	2.70		2.70
MBA IV Semester									
Strategic Investment and Financial Decisions	CMBB56	2.70				2.80	2.80		2.70
International Financial Management	CMBB57	2.30		2.80				2.90	2.30
Financial Derivatives	CMBB58	2.30					2.70	2.90	2.30
Foreign Trade	CMBB59	2.60		2.70					2.60
Compensation and Reward Management	CMBB60	2.70		2.30		2.70	2.20		2.70
Talent and Knowledge Management	CMBB61	2.90		1.80				1.40	2.90
Leadership and Change Management	CMBB62	2.10		1.60			1.40	1.20	2.10
Performance Management	CMBB63	2.40		2.40	2.40		2.50	2.30	2.40
Success Story of an Entrepreneur - Seminar	CMBB72	2.40	2.40	2.40	2.40	2.40	2.40		2.40
Comprehensive Subject Viva Voce	CMBB73	3.00	3.00	3.00	3.00	3.00	3.00		3.00
Main Project Viva Voce	CMBB74	2.10	2.10	2.10	2.10	2.10	2.10		2.10
Direct PO attainment value including Student feedback survey		**2.4**	**2.5**	**2.5**	**2.4**	**2.4**	**2.4**	**2.4**	**2.3**

Direct Attainment value
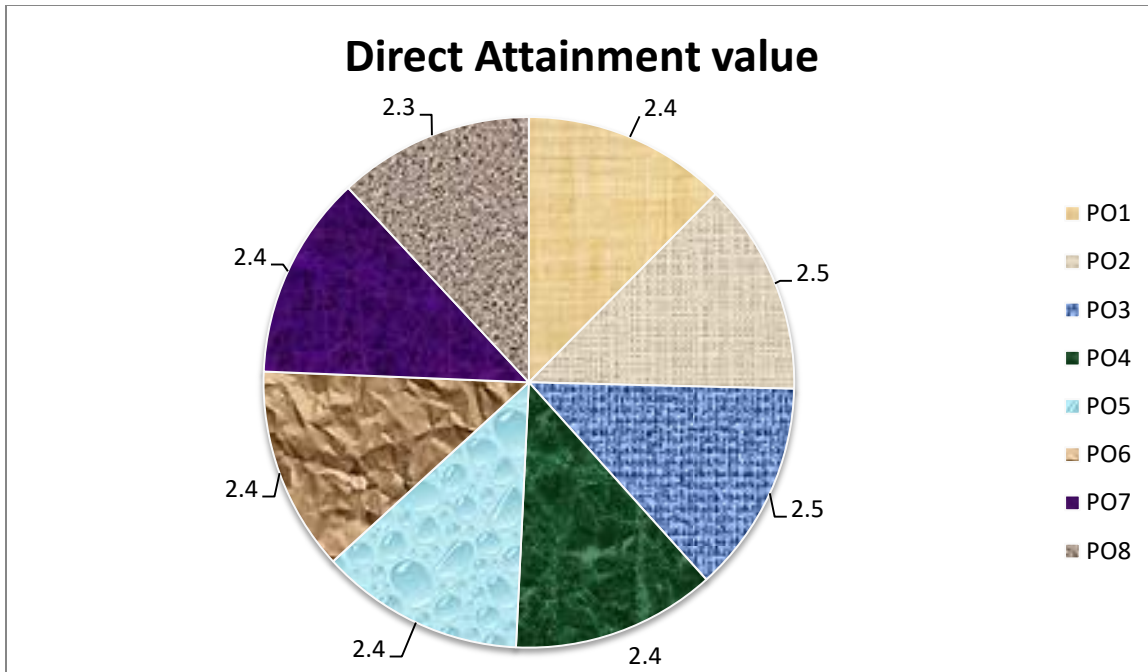
Figure 1: Program Outcomes (PO) Direct Attainment for MBA 2020 – 2022 batch

PO Attainment Overall

| Regulation	R18							
Branch	Master of Business Administration							
Batch	2020 - 2022							
S.No	Assessment Components (Direct + Indirect)	Program Outcomes (POs)							
		PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8
1	Direct Assessment (CIA + SEE + Course End Survey) (a)	2.5	2.5	2.4	2.4	2.4	2.4	2.3	2.5
2	Program Exit Survey (b)	2.6	2.5	2.5	2.5	2.6	2.6	2.5	2.6
3	Alumni Survey (c)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
4	Employer Survey (d)	2.7	2.8	2.5	2.3	2.4	2.7	2.7	2.3
Final attainment = a*0.8 + b*0.1 + c*0.05 + d*0.05		2.4	2.4	2.3	2.3	2.3	2.3	2.2	2.4
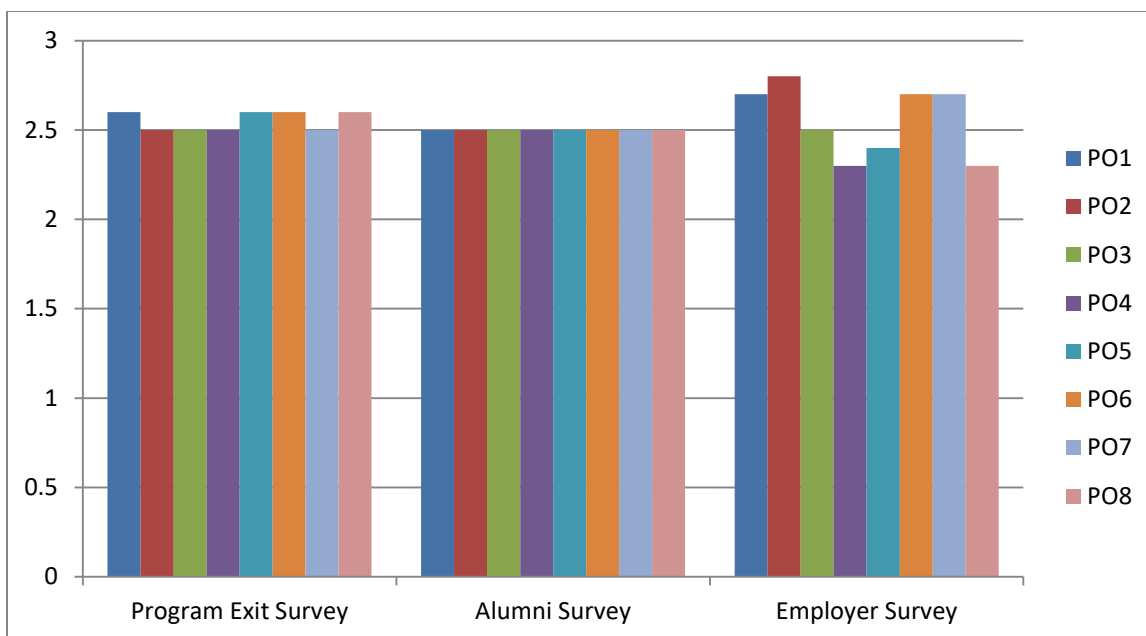
Figure 2: Program Outcomes (PO) Indirect Attainment for MBA 2020 – 2022 batch

Action Taken Report

Program Outcomes	Attainment level	Target level	Observations
PO1. Managerial Skills: Apply knowledge of management theories and practices to solve business problems.			
PO1	**2.4**	**2.35**	Business administration program requires a strong knowledge in management theories and practices which will help in resolving business issues and problems.
Action1: Conduct effective team building related activities in order to face the challenges by their managerial skills by providing opportunities to manage complex projects, make critical decisions, and work with diverse teams. **Action2:** Encourage collaborative learning with national and international institutions to help them to develop their managerial skills by providing opportunities to work with different stakeholders and understand their needs and requirements. **Action3:** Provide more hands-on training sessions for improvement and provide them with guidance on how to improve their managerial skills.			
PO2: Decision making Skills: Foster Analytical and critical thinking abilities for data-based decision making.			
PO2	**2.4**	**2.35**	Many business issues need situational, analytical and critical thinking abilities to take right decision in right time.
Action1: Focusing on improving the data literacy sessions to the students like data collection, analysis and interpretation on data driven insights. **Action2:** Enhance critical thinking abilities with real time case study analyses including the ability to question assumptions, evaluate evidence, and consider alternative perspectives. **Action3:** Use decision-making frameworks, such as the individual SWOT analysis or the decision			

matrix, to help structure their decision-making process and ensure they consider all relevant factors.

PO3: Ethics: Ability to develop Value based Leadership ability.

PO3	2.3	2.35	The students are doing better in improving the overall expertise in field of management but due to lack of communications and other ethical moral knowledge, some are lagging in real life situations.

Action1: Practice the method called "Lead by example". This means modeling ethical behavior and decision-making, and holding themselves and others accountable for upholding the organization's values. Students should also encourage and reward ethical behavior, and address unethical behavior promptly and decisively.
Action2: Encourage open communication culture to promote ethical behavior and values within the organization.
Action3: Establish an ethical program to encourage students to speak up about ethical concerns, and create an environment where feel safe to do so.

PO4: Communication Skills: Ability to understand, analyse and communicate global, economic, legal, and ethical aspects of business.

PO4	2.3	2.35	Students have to improve their communication abilities related to business aspects in present scenario.

Action1: Conducting activities for effective writing skills that are crucial for communicating complex business ideas and concepts in a clear and concise manner.
Action2: Encourage the students' participation in public speaking to practice complex ideas and concepts.
Action3: Enhanced the writing and oral communicational skills by introducing management talks as AAT in PG21.

PO5	2.3	2.35	Every individual needs the abilities to lead themselves and organizations to attain goals.

PO5: Leadership Skills: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

Action1: Create opportunities to take on leadership roles in management clubs, managing teams, and other extracurricular activities that allow them to develop their leadership skills in a practical setting.
Actions2: Recognize and reward students who demonstrate strong leadership skills.
Action3: Offer leadership training workshops to learn about different leadership styles, communication skills, and other important leadership concepts.

PO6: Entrepreneurial and Innovation Skills: Demonstrate the skills in evaluating business opportunity and identifying sources of potential funding and develop as successful entrepreneurs.

PO6	2.3	2.35	Improving entrepreneurial skills to identify and evaluate business opportunities with funding support.

Action1: Connect students with successful entrepreneurs and business leaders who can offer mentorship and guidance.
Action2: Develop and offer courses in entrepreneurship and innovation to help students develop the skills they need to start and run successful businesses.
Action3: Encourage students to participate in entrepreneurship programs, such as business plan

competitions, hackathons, and entrepreneurship workshops.

PO7: Strategic Skills: Analyze and formulate managerial strategies to sustain in dynamic global business environment.

PO7	2.2	2.35	Make the students to learn how to formulate strategies to solve business problems.

Action1: Encourage students to participate in strategic planning projects, such as developing business plans or creating marketing strategies, to develop their strategic thinking skills.
Action2: Mentoring on students strategic thinking process and assess their own strengths and weaknesses.
Action3: Provide students with access to resources such as business and industry reports, case studies, and other relevant literature to help them understand different strategic approaches.

PO8: Technology Skills: Inculcate and develop technical skills to face the competitive world successfully.

PO8	2.4	2.35	Learning the technological skills according to the present requirements of business scenario.

Action1: Provide the resources like appropriate software tools on business analytics and contemporary managerial technologies to analyze the industry practices and to generate best business reports.
Action2: Encourage students to participate in technology-related projects such as coding competitions, certification programs in different technological skills, such as block chain technologies, machine learning, and cloud computing relevance to the management.
Action3: Offer training and development programs to explore new technologies and develop the innovative ideas for societal needs.
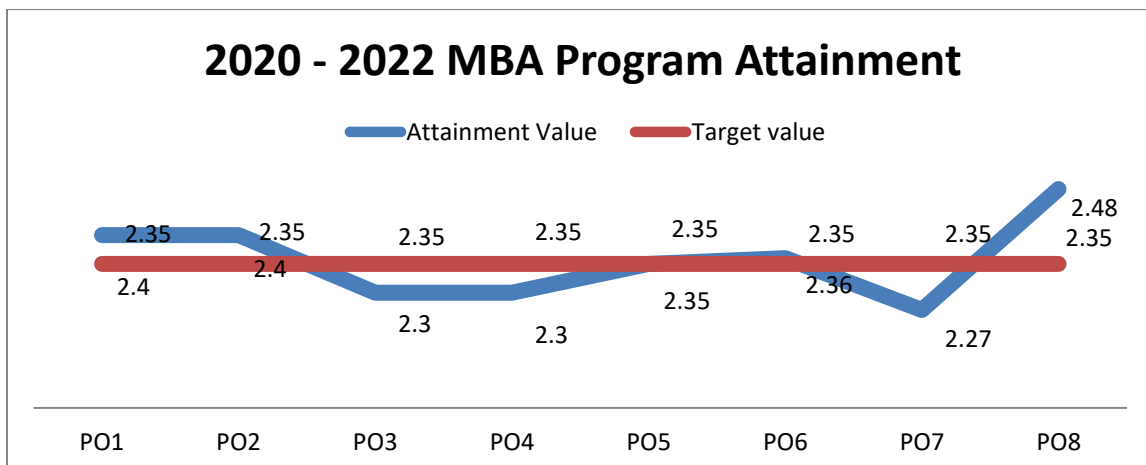

Figure 3: Program Outcomes (PO) Overall Attainment for MBA 2020 – 2022 batch

HOD, MBA